Northwest Territories Bureau of Statistics

2008 Employee Satisfaction & Engagement Survey

NWT Bureau of Statistics
Government of the Northwest Territories
March 2008

Employee Satisfaction and Engagement Survey

In February of this year all Government of the Northwest Territories (GNWT) employees were invited to participate in the 2008 Employee Satisfaction and Engagement Survey. I'm pleased to announce that nearly 2,000 employees participated in this year's survey.

Measuring employee satisfaction and engagement has been challenging for public sector employers throughout Canada. In 2004 the GNWT, along with several other jurisdictions, committed to conducting employee satisfaction and engagement surveys on a regular basis. This led to the first GNWT survey in 2006 and a commitment by the GNWT to re-conduct the survey every two years. The survey uses questions that are common to employee satisfaction and engagement surveys throughout Canada. The GNWT results will be compared to the results from other jurisdictions and will be published in the 2008 Public Service Annual Report.

Initial analysis of the 2008 survey results indicates the results are consistent with the 2006 survey. The results identify areas where employees are satisfied and engaged as well as areas requiring improvement. A detailed review of the results is currently underway and will be used to assist the GNWT in identifying steps that can be taken to continue to improve workplace satisfaction and engagement.

It is important to the GNWT that public service employees have a positive work experience that is both personally and professionally rewarding and I would thank everyone that participated in the survey.

Robert R. McLeod
Minister
Department of Human Resources

2008 Employee Satisfaction & Engagement Survey
- Overview of Results and Methodology -

At the 2004 Annual Public Service Commissioner's conference, measuring employee satisfaction and engagement was raised as a challenge for public sector organizations. While many governments conduct their own surveys, there has never been a tool to compare employee satisfaction and engagement across all jurisdictions.

To address this data gap, each jurisdiction agreed to conduct an employee satisfaction and engagement survey using a common set of questions. The survey questions and their order were designed by a project team including public service representatives from Alberta, British Columbia, Saskatchewan, Ontario, Nova Scotia and the federal government. The statistical results will be compared with all other jurisdictions and published in the Annual Public Service reports.

In February 2008, the NWT Bureau of Statistics conducted the second cycle of the Employee Satisfaction & Engagement Survey on behalf of Corporate Human Resource Services.

E-mail messages with a link to the on-line survey were sent out to all employees of the Government of the Northwest Territories and its boards and agencies with the exception of the Workers Compensation Board, the Northwest Territories Power Corporation and the Hay River Health & Social Services Authority. Paper copies of the questionnaire were sent by regular mail to those employees without e-mail addresses.

Table A gives a brief overview of the 2008 survey results; for each question in the survey, the table shows the percentage of responding employees who strongly disagreed or disagreed, those who were undecided and those who agreed or strongly agreed with the statements.

In 2008, GNWT responding employees continue to show a high degree of job satisfaction and engagement as more than half agreed or strongly agreed with nearly all of the statements. Almost 88% felt they had positive working relationships with their co-workers. In addition, just over 86% of employees knew how their work contributed to the achievement of department goals and felt their job was a good fit with skills and interests.

Conversely, less than 50% of responding employees would definitely stay with the GNWT if offered a similar job elsewhere, and even fewer felt that employees in the GNWT are inspired to give their very best.

The full results from the survey are included in the attached statistical tables. Each table represents a question from the survey and presents the overall results as well as crosstabulations with various demographic variables. The last table shows the percentage distribution of respondents for 2006 and 2008. A paper copy of the questionnaire is provided in Appendix A.

Table A: Overview of Results -- 2008

	Strongly Disagree or Disagree	Undecided	Agree or Strongly Agree
	(%)	(%)	(%)
I know how my work contributes to the achievement of my department's goals.	5.4	7.7	86.5
I have opportunities to provide meaningful input into decisions that affect my work.	19.8	13.1	66.8
I have positive working relationships with my co-workers.	4.7	6.7	87.8
I have confidence in our senior leadership	23.0	21.4	55.3
The person I report to is an effective leader.	17.8	18.2	63.7
I have a positive working relationship with the person I report to.	8.6	12.5	78.5
My job is a good fit with my skills and interests.	5.5	8.1	86.1
My organization supports my work related learning and development.	16.4	16.5	67.0
I have opportunities for career growth within this organization.	26.7	22.8	50.0
I receive meaningful recognition for work well done.	25.6	19.9	54.3
I have support at work to provide a high level of service.	19.9	18.3	61.5
I have support at work to balance my work and personal life.	17.5	19.0	63.2
I am satisfied with my job.	11.6	16.4	71.8
I am satisfied with this organization.	22.0	22.4	55.4
Overall, I am satisfied with my employment.	10.5	15.1	73.1
I am proud to tell people I work for this organization.	11.6	18.2	68.5
I would prefer to stay with this organization even if offered a similar job elsewhere.	19.6	29.8	49.2
Overall, people in this organization are inspired to give their very best.	27.9	24.2	46.5
I would recommend this organization as a great place to work.	20.4	25.1	53.0

Table A Continued...

	Strongly Disagree or Disagree	Undecided	Agree or Strongly Agree
	(%)	(%)	(%)
Overall, people in this organization strive to improve its results.	14.7	24.2	59.5
My job gives me the chance to do challenging and interesting work.	10.1	9.4	78.4
I am satisfied with my workload.	22.9	14.4	60.7
I am satisfied with my physical workplace conditions.	19.8	11.1	67.2
Commitment to quality is a high priority in this organization.	19.1	19.4	59.5
I feel this organization promotes an inclusive public service where staff are treated equitably.	27.8	18.9	51.3

Statistical Tables

Table 1
Employees by Knowledge of Work Contributions to Departmental Goals
Government of the Northwest Territories, February 2008

	"I know how my work contributes to the achievement of my department's goals."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	38	1.9	70	3.5	152	7.7	1,037	52.3	679	34.2	7	0.4
Gender														
Male	745	100.0	19	2.6	25	3.4	61	8.2	359	48.2	277	37.2	4	0.5
Female	1,188	100.0	17	1.4	42	3.5	88	7.4	647	54.5	391	32.9	3	0.3
Not Stated	50	100.0	2	4.0	3	6.0	3	6.0	31	62.0	11	22.0	-	-
Age Groups														
Less Than 30	203	100.0	3	1.5	5	2.5	24	11.8	115	56.7	56	27.6	-	-
30 - 39 Years	480	100.0	9	1.9	22	4.6	35	7.3	268	55.8	144	30.0	2	0.4
40 - 49 Years	585	100.0	12	2.1	21	3.6	36	6.2	292	49.9	222	37.9	2	0.3
50 - 59 Years	562	100.0	10	1.8	17	3.0	46	8.2	282	50.2	204	36.3	3	0.5
60+	98	100.0	2	2.0	2	2.0	7	7.1	47	48.0	40	40.8	-	-
Not Stated	55	100.0	2	3.6	3	5.5	4	7.3	33	60.0	13	23.6	-	-
Occupation Groups														
Management	315	100.0	10	3.2	5	1.6	19	6.0	147	46.7	133	42.2	1	0.3
Administration	371	100.0	5	1.3	13	3.5	31	8.4	218	58.8	104	28.0	-	-
Technical or Professional	934	100.0	17	1.8	38	4.1	71	7.6	462	49.5	342	36.6	4	0.4
Other	310	100.0	4	1.3	10	3.2	27	8.7	179	57.7	88	28.4	2	0.6
Not Stated	53	100.0	2	3.8	4	7.5	4	7.5	31	58.5	12	22.6	-	-
Length of Service														
Less than 1 Year	184	100.0	2	1.1	2	1.1	16	8.7	89	48.4	75	40.8	-	-
1 - 4 Years	499	100.0	4	0.8	18	3.6	41	8.2	264	52.9	172	34.5	-	-
5 - 10 Years	514	100.0	14	2.7	22	4.3	32	6.2	260	50.6	184	35.8	2	0.4
Over 10 Years	739	100.0	16	2.2	25	3.4	60	8.1	396	53.6	237	32.1	5	0.7
Not Stated	47	100.0	2	4.3	3	6.4	3	6.4	28	59.6	11	23.4	-	-
Location of Position														
Headquarters	941	100.0	23	2.4	34	3.6	73	7.8	501	53.2	307	32.6	3	0.3
Regional Offices	877	100.0	12	1.4	29	3.3	63	7.2	444	50.6	325	37.1	4	0.5
Not Stated	165	100.0	3	1.8	7	4.2	16	9.7	92	55.8	47	28.5	-	-

Table 2
Employees by Opportunities to Provide Meaningful Input
Government of the Northwest Territories, February 2008

	"I have opportunities to provide meaningful input into decisions that affect my work."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	118	6.0	275	13.9	260	13.1	929	46.8	396	20.0	5	0.3
Gender														
Male	745	100.0	49	6.6	103	13.8	83	11.1	345	46.3	163	21.9	2	0.3
Female	1,188	100.0	67	5.6	164	13.8	170	14.3	560	47.1	224	18.9	3	0.3
Not Stated	50	100.0	2	4.0	8	16.0	7	14.0	24	48.0	9	18.0	-	-
Age Groups														
Less Than 30	203	100.0	10	4.9	31	15.3	39	19.2	85	41.9	38	18.7	-	-
30 - 39 Years	480	100.0	29	6.0	75	15.6	68	14.2	232	48.3	74	15.4	2	0.4
40 - 49 Years	585	100.0	33	5.6	69	11.8	77	13.2	262	44.8	143	24.4	1	0.2
50 - 59 Years	562	100.0	38	6.8	81	14.4	57	10.1	276	49.1	108	19.2	2	0.4
60+	98	100.0	6	6.1	11	11.2	9	9.2	49	50.0	23	23.5	-	-
Not Stated	55	100.0	2	3.6	8	14.5	10	18.2	25	45.5	10	18.2	-	-
Occupation Groups														
Management	315	100.0	10	3.2	30	9.5	25	7.9	150	47.6	99	31.4	1	0.3
Administration	371	100.0	23	6.2	55	14.8	64	17.3	171	46.1	58	15.6	-	-
Technical or Professional	934	100.0	72	7.7	130	13.9	117	12.5	425	45.5	188	20.1	2	0.2
Other	310	100.0	10	3.2	53	17.1	47	15.2	156	50.3	42	13.5	2	0.6
Not Stated	53	100.0	3	5.7	7	13.2	7	13.2	27	50.9	9	17.0	-	-
Length of Service														
Less than 1 Year	184	100.0	3	1.6	20	10.9	29	15.8	91	49.5	41	22.3	-	-
1 - 4 Years	499	100.0	26	5.2	66	13.2	77	15.4	235	47.1	93	18.6	2	0.4
5 - 10 Years	514	100.0	32	6.2	80	15.6	72	14.0	232	45.1	97	18.9	1	0.2
Over 10 Years	739	100.0	55	7.4	102	13.8	76	10.3	349	47.2	155	21.0	2	0.3
Not Stated	47	100.0	2	4.3	7	14.9	6	12.8	22	46.8	10	21.3	-	-
Location of Position														
Headquarters	941	100.0	57	6.1	120	12.8	129	13.7	442	47.0	191	20.3	2	0.2
Regional Offices	877	100.0	54	6.2	127	14.5	101	11.5	414	47.2	178	20.3	3	0.3
Not Stated	165	100.0	7	4.2	28	17.0	30	18.2	73	44.2	27	16.4	-	-

Table 3
Employees by Nature of Working Relationship with Co-Workers
Government of the Northwest Territories, February 2008

	"I have positive working relationships with my co-workers."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	28	1.4	66	3.3	132	6.7	1,016	51.2	726	36.6	15	0.8
Gender														
Male	745	100.0	11	1.5	18	2.4	47	6.3	383	51.4	280	37.6	6	0.8
Female	1,188	100.0	15	1.3	45	3.8	83	7.0	607	51.1	429	36.1	9	0.8
Not Stated	50	100.0	2	4.0	3	6.0	2	4.0	26	52.0	17	34.0	-	-
Age Group														
Less Than 30	203	100.0	3	1.5	7	3.4	13	6.4	105	51.7	74	36.5	1	0.5
30 - 39 Years	480	100.0	11	2.3	16	3.3	32	6.7	256	53.3	163	34.0	2	0.4
40 - 49 Years	585	100.0	7	1.2	19	3.2	38	6.5	279	47.7	238	40.7	4	0.7
50 - 59 Years	562	100.0	4	0.7	20	3.6	42	7.5	298	53.0	191	34.0	7	1.2
60+	98	100.0	1	1.0	-	-	6	6.1	50	51.0	40	40.8	1	1.0
Not Stated	55	100.0	2	3.6	4	7.3	1	1.8	28	50.9	20	36.4	-	-
Occupation Groups														
Management	315	100.0	4	1.3	11	3.5	17	5.4	164	52.1	116	36.8	3	1.0
Administration	371	100.0	3	0.8	18	4.9	31	8.4	192	51.8	123	33.2	4	1.1
Technical or Professional	934	100.0	14	1.5	23	2.5	62	6.6	471	50.4	359	38.4	5	0.5
Other	310	100.0	5	1.6	10	3.2	20	6.5	161	51.9	111	35.8	3	1.0
Not Stated	53	100.0	2	3.8	4	7.5	2	3.8	28	52.8	17	32.1	-	-
Length of Service														
Less than 1 Year	184	100.0	-	-	4	2.2	5	2.7	89	48.4	84	45.7	2	1.1
1 - 4 Years	499	100.0	4	0.8	17	3.4	31	6.2	271	54.3	174	34.9	2	0.4
5 - 10 Years	514	100.0	10	1.9	20	3.9	29	5.6	259	50.4	194	37.7	2	0.4
Over 10 Years	739	100.0	12	1.6	21	2.8	65	8.8	374	50.6	258	34.9	9	1.2
Not Stated	47	100.0	2	4.3	4	8.5	2	4.3	23	48.9	16	34.0	-	-
Location of Position														
Headquarters	941	100.0	12	1.3	33	3.5	56	6.0	484	51.4	350	37.2	6	0.6
Regional Offices	877	100.0	14	1.6	29	3.3	67	7.6	445	50.7	314	35.8	8	0.9
Not Stated	165	100.0	2	1.2	4	2.4	9	5.5	87	52.7	62	37.6	1	0.6

Table 4
Employees by Confidence in Senior Leadership
Government of the Northwest Territories, February 2008

	"I have confidence in our senior leadership."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	181	9.1	276	13.9	424	21.4	722	36.4	375	18.9	5	0.3
Gender														
Male	745	100.0	79	10.6	109	14.6	154	20.7	263	35.3	138	18.5	2	0.3
Female	1,188	100.0	95	8.0	161	13.6	261	22.0	442	37.2	226	19.0	3	0.3
Not Stated	50	100.0	7	14.0	6	12.0	9	18.0	17	34.0	11	22.0	-	-
Age Groups														
Less Than 30	203	100.0	14	6.9	28	13.8	37	18.2	85	41.9	39	19.2		
30 - 39 Years	480	100.0	45	9.4	78	16.3	107	22.3	172	35.8	76	15.8	2	0.4
40 - 49 Years	585	100.0	51	8.7	71	12.1	132	22.6	206	35.2	123	21.0	2	0.3
50 - 59 Years	562	100.0	58	10.3	82	14.6	117	20.8	204	36.3	100	17.8	1	0.2
60+	98	100.0	6	6.1	11	11.2	17	17.3	39	39.8	25	25.5	-	-
Not Stated	55	100.0	7	12.7	6	10.9	14	25.5	16	29.1	12	21.8	-	-
Occupation Groups														
Management	315	100.0	25	7.9	45	14.3	57	18.1	108	34.3	79	25.1	1	0.3
Administration	371	100.0	17	4.6	52	14.0	87	23.5	146	39.4	69	18.6	-	-
Technical or Professional	934	100.0	112	12.0	136	14.6	209	22.4	326	34.9	149	16.0	2	0.2
Other	310	100.0	20	6.5	36	11.6	60	19.4	125	40.3	67	21.6	2	0.6
Not Stated	53	100.0	7	13.2	7	13.2	11	20.8	17	32.1	11	20.8	-	-
Length of Service														
Less than 1 Year	184	100.0	5	2.7	11	6.0	26	14.1	78	42.4	64	34.8		
1 - 4 Years	499	100.0	34	6.8	66	13.2	93	18.6	205	41.1	100	20.0	1	0.2
5 - 10 Years	514	100.0	62	12.1	70	13.6	117	22.8	171	33.3	93	18.1	1	0.2
Over 10 Years	739	100.0	73	9.9	124	16.8	176	23.8	255	34.5	108	14.6	3	0.4
Not Stated	47	100.0	7	14.9	5	10.6	12	25.5	13	27.7	10	21.3	-	-
Location of Position														
Headquarters	941	100.0	89	9.5	140	14.9	194	20.6	341	36.2	175	18.6	2	0.2
Regional Offices	877	100.0	76	8.7	109	12.4	197	22.5	323	36.8	169	19.3	3	0.3
Not Stated	165	100.0	16	9.7	27	16.4	33	20.0	58	35.2	31	18.8	-	-

Table 5
Employees by Perception of Supervisor as a Leader
Government of the Northwest Territories, February 2008

	"The person I report to is an effective leader."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	139	7.0	213	10.7	360	18.2	713	36.0	550	27.7	8	0.4
Gender														
Male	745	100.0	60	8.1	74	9.9	145	19.5	254	34.1	210	28.2	2	0.3
Female	1,188	100.0	75	6.3	138	11.6	202	17.0	444	37.4	323	27.2	6	0.5
Not Stated	50	100.0	4	8.0	1	2.0	13	26.0	15	30.0	17	34.0	-	-
Age Groups														
Less Than 30	203	100.0	11	5.4	22	10.8	40	19.7	75	36.9	55	27.1	-	-
30 - 39 Years	480	100.0	42	8.8	62	12.9	90	18.8	158	32.9	127	26.5	1	0.2
40 - 49 Years	585	100.0	31	5.3	54	9.2	119	20.3	197	33.7	181	30.9	3	0.5
50 - 59 Years	562	100.0	46	8.2	59	10.5	84	14.9	227	40.4	143	25.4	3	0.5
60+	98	100.0	5	5.1	13	13.3	14	14.3	40	40.8	25	25.5	1	1.0
Not Stated	55	100.0	4	7.3	3	5.5	13	23.6	16	29.1	19	34.5	-	-
Occupation Groups														
Management	315	100.0	14	4.4	24	7.6	54	17.1	124	39.4	98	31.1	1	0.3
Administration	371	100.0	19	5.1	38	10.2	56	15.1	145	39.1	112	30.2	1	0.3
Technical or Professional	934	100.0	90	9.6	119	12.7	171	18.3	310	33.2	239	25.6	5	0.5
Other	310	100.0	12	3.9	29	9.4	66	21.3	118	38.1	84	27.1	1	0.3
Not Stated	53	100.0	4	7.5	3	5.7	13	24.5	16	30.2	17	32.1	-	-
Length of Service														
Less than 1 Year	184	100.0	3	1.6	15	8.2	25	13.6	65	35.3	76	41.3	-	-
1 - 4 Years	499	100.0	34	6.8	51	10.2	91	18.2	176	35.3	147	29.5	-	-
5 - 10 Years	514	100.0	44	8.6	60	11.7	96	18.7	176	34.2	135	26.3	3	0.6
Over 10 Years	739	100.0	54	7.3	85	11.5	134	18.1	284	38.4	177	24.0	5	0.7
Not Stated	47	100.0	4	8.5	2	4.3	14	29.8	12	25.5	15	31.9	-	-
Location of Position														
Headquarters	941	100.0	64	6.8	101	10.7	160	17.0	357	37.9	255	27.1	4	0.4
Regional Offices	877	100.0	60	6.8	99	11.3	168	19.2	298	34.0	248	28.3	4	0.5
Not Stated	165	100.0	15	9.1	13	7.9	32	19.4	58	35.2	47	28.5	-	-

Table 6
Employees by Nature of Working Relationship with Supervisor
Government of the Northwest Territories, February 2008

	"I have a positive working relationship with the person I report to."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	64	3.2	107	5.4	248	12.5	888	44.8	669	33.7	7	0.4
Gender														
Male	745	100.0	30	4.0	32	4.3	110	14.8	323	43.4	247	33.2	3	0.4
Female	1,188	100.0	32	2.7	73	6.1	134	11.3	539	45.4	406	34.2	4	0.3
Not Stated	50	100.0	2	4.0	2	4.0	4	8.0	26	52.0	16	32.0	-	-
Age Groups														
Less Than 30	203	100.0	5	2.5	7	3.4	25	12.3	95	46.8	70	34.5	1	0.5
30 - 39 Years	480	100.0	16	3.3	30	6.3	66	13.8	209	43.5	157	32.7	2	0.4
40 - 49 Years	585	100.0	13	2.2	27	4.6	61	10.4	264	45.1	217	37.1	3	0.5
50 - 59 Years	562	100.0	23	4.1	36	6.4	76	13.5	248	44.1	178	31.7	1	0.2
60+	98	100.0	5	5.1	4	4.1	14	14.3	47	48.0	28	28.6	-	-
Not Stated	55	100.0	2	3.6	3	5.5	6	10.9	25	45.5	19	34.5	-	-
Occupation Groups														
Management	315	100.0	7	2.2	13	4.1	35	11.1	137	43.5	121	38.4	2	0.6
Administration	371	100.0	8	2.2	19	5.1	45	12.1	169	45.6	129	34.8	1	0.3
Technical or Professional	934	100.0	41	4.4	61	6.5	119	12.7	412	44.1	297	31.8	4	0.4
Other	310	100.0	6	1.9	11	3.5	43	13.9	144	46.5	106	34.2	-	-
Not Stated	53	100.0	2	3.8	3	5.7	6	11.3	26	49.1	16	30.2	-	-
Length of Service														
Less than 1 Year	184	100.0	-	-	7	3.8	12	6.5	77	41.8	88	47.8	-	
1 - 4 Years	499	100.0	11	2.2	26	5.2	68	13.6	219	43.9	173	34.7	2	0.4
5 - 10 Years	514	100.0	27	5.3	26	5.1	66	12.8	226	44.0	167	32.5	2	0.4
Over 10 Years	739	100.0	24	3.2	46	6.2	95	12.9	343	46.4	228	30.9	3	0.4
Not Stated	47	100.0	2	4.3	2	4.3	7	14.9	23	48.9	13	27.7	-	-
Location of Position														
Headquarters	941	100.0	32	3.4	47	5.0	103	10.9	439	46.7	318	33.8	2	0.2
Regional Offices	877	100.0	26	3.0	49	5.6	125	14.3	376	42.9	296	33.8	5	0.6
Not Stated	165	100.0	6	3.6	11	6.7	20	12.1	73	44.2	55	33.3	-	-

Table 7
Employees by Fit of Position with Skills & Interests
Government of the Northwest Territories, February 2008

	"My job is a good fit with my skills and interests."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	31	1.6	78	3.9	161	8.1	910	45.9	798	40.2	5	0.3
Gender														
Male	745	100.0	10	1.3	20	2.7	66	8.9	346	46.4	301	40.4	2	0.3
Female	1,188	100.0	20	1.7	52	4.4	89	7.5	539	45.4	485	40.8	3	0.3
Not Stated	50	100.0	1	2.0	6	12.0	6	12.0	25	50.0	12	24.0	-	-
Age Groups														
Less Than 30	203	100.0	6	3.0	11	5.4	27	13.3	91	44.8	67	33.0	1	0.5
30 - 39 Years	480	100.0	6	1.3	13	2.7	50	10.4	224	46.7	186	38.8	1	0.2
40 - 49 Years	585	100.0	7	1.2	24	4.1	37	6.3	260	44.4	255	43.6	2	0.3
50 - 59 Years	562	100.0	10	1.8	21	3.7	36	6.4	262	46.6	232	41.3	1	0.2
60+	98	100.0	1	1.0	4	4.1	5	5.1	45	45.9	43	43.9	-	-
Not Stated	55	100.0	1	1.8	5	9.1	6	10.9	28	50.9	15	27.3	-	-
Occupation Groups														
Management	315	100.0	7	2.2	9	2.9	19	6.0	149	47.3	130	41.3	1	0.3
Administration	371	100.0	9	2.4	32	8.6	42	11.3	179	48.2	108	29.1	1	0.3
Technical or Professional	934	100.0	8	0.9	24	2.6	62	6.6	400	42.8	438	46.9	2	0.2
Other	310	100.0	5	1.6	8	2.6	32	10.3	154	49.7	110	35.5	1	0.3
Not Stated	53	100.0	2	3.8	5	9.4	6	11.3	28	52.8	12	22.6	-	-
Length of Service														
Less than 1 Year	184	100.0	3	1.6	6	3.3	20	10.9	72	39.1	83	45.1	-	-
1 - 4 Years	499	100.0	6	1.2	17	3.4	36	7.2	224	44.9	215	43.1	1	0.2
5 - 10 Years	514	100.0	6	1.2	23	4.5	45	8.8	223	43.4	216	42.0	1	0.2
Over 10 Years	739	100.0	15	2.0	27	3.7	54	7.3	368	49.8	272	36.8	3	0.4
Not Stated	47	100.0	1	2.1	5	10.6	6	12.8	23	48.9	12	25.5	-	-
Location of Position														
Headquarters	941	100.0	19	2.0	39	4.1	85	9.0	443	47.1	352	37.4	3	0.3
Regional Offices	877	100.0	8	0.9	29	3.3	60	6.8	391	44.6	387	44.1	2	0.2
Not Stated	165	100.0	4	2.4	10	6.1	16	9.7	76	46.1	59	35.8	-	-

Table 8
Employees by Perception of GNWT's Support for Work Related Learning
Government of the Northwest Territories, February 2008

	"My organization supports my work related learning & development."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	105	5.3	221	11.1	328	16.5	933	47.0	395	19.9	1	0.1
Gender														
Male	745	100.0	42	5.6	98	13.2	145	19.5	335	45.0	125	16.8	-	-
Female	1,188	100.0	59	5.0	120	10.1	172	14.5	572	48.1	264	22.2	1	0.1
Not Stated	50	100.0	4	8.0	3	6.0	11	22.0	26	52.0	6	12.0	-	-
Age Groups														
Less Than 30	203	100.0	9	4.4	14	6.9	39	19.2	89	43.8	52	25.6	-	-
30 - 39 Years	480	100.0	24	5.0	46	9.6	85	17.7	230	47.9	95	19.8	-	-
40 - 49 Years	585	100.0	31	5.3	60	10.3	93	15.9	286	48.9	115	19.7	-	-
50 - 59 Years	562	100.0	31	5.5	90	16.0	85	15.1	253	45.0	102	18.1	1	0.2
60+	98	100.0	5	5.1	7	7.1	14	14.3	49	50.0	23	23.5	-	-
Not Stated	55	100.0	5	9.1	4	7.3	12	21.8	26	47.3	8	14.5	-	-
Occupation Groups														
Management	315	100.0	15	4.8	38	12.1	53	16.8	152	48.3	57	18.1	-	-
Administration	371	100.0	21	5.7	34	9.2	76	20.5	183	49.3	56	15.1	1	0.3
Technical or Professional	934	100.0	47	5.0	109	11.7	136	14.6	436	46.7	206	22.1	-	-
Other	310	100.0	18	5.8	35	11.3	53	17.1	136	43.9	68	21.9	-	-
Not Stated	53	100.0	4	7.5	5	9.4	10	18.9	26	49.1	8	15.1	-	-
Length of Service														
Less than 1 Year	184	100.0	4	2.2	6	3.3	44	23.9	78	42.4	52	28.3	-	-
1 - 4 Years	499	100.0	20	4.0	46	9.2	65	13.0	253	50.7	115	23.0	-	-
5 - 10 Years	514	100.0	29	5.6	56	10.9	90	17.5	231	44.9	108	21.0	-	-
Over 10 Years	739	100.0	48	6.5	108	14.6	120	16.2	347	47.0	115	15.6	1	0.1
Not Stated	47	100.0	4	8.5	5	10.6	9	19.1	24	51.1	5	10.6	-	-
Location of Position														
Headquarters	941	100.0	52	5.5	120	12.8	167	17.7	433	46.0	169	18.0	-	-
Regional Offices	877	100.0	48	5.5	87	9.9	126	14.4	414	47.2	201	22.9	1	0.1
Not Stated	165	100.0	5	3.0	14	8.5	35	21.2	86	52.1	25	15.2	-	-

Table 9
Employees by Opportunities for Career Growth
Government of the Northwest Territories, February 2008

	"I have opportunities for career growth within this organization."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	177	8.9	353	17.8	452	22.8	731	36.9	261	13.2	9	0.5
Gender														
Male	745	100.0	81	10.9	134	18.0	181	24.3	261	35.0	85	11.4	3	0.4
Female	1,188	100.0	88	7.4	210	17.7	261	22.0	452	38.0	171	14.4	6	0.5
Not Stated	50	100.0	8	16.0	9	18.0	10	20.0	18	36.0	5	10.0	-	-
Age Groups														
Less Than 30	203	100.0	9	4.4	29	14.3	34	16.7	92	45.3	38	18.7	1	0.5
30 - 39 Years	480	100.0	39	8.1	66	13.8	119	24.8	190	39.6	63	13.1	3	0.6
40 - 49 Years	585	100.0	51	8.7	101	17.3	144	24.6	209	35.7	79	13.5	1	0.2
50 - 59 Years	562	100.0	61	10.9	132	23.5	120	21.4	180	32.0	67	11.9	2	0.4
60+	98	100.0	7	7.1	15	15.3	24	24.5	41	41.8	9	9.2	2	2.0
Not Stated	55	100.0	10	18.2	10	18.2	11	20.0	19	34.5	5	9.1	-	-
Occupation Groups														
Management	315	100.0	26	8.3	48	15.2	70	22.2	120	38.1	49	15.6	2	0.6
Administration	371	100.0	36	9.7	84	22.6	93	25.1	116	31.3	38	10.2	4	1.1
Technical or Professional	934	100.0	77	8.2	160	17.1	212	22.7	357	38.2	125	13.4	3	0.3
Other	310	100.0	30	9.7	51	16.5	67	21.6	118	38.1	44	14.2	-	-
Not Stated	53	100.0	8	15.1	10	18.9	10	18.9	20	37.7	5	9.4	-	-
Length of Service														
Less than 1 Year	184	100.0	3	1.6	15	8.2	46	25.0	84	45.7	35	19.0	1	0.5
1 - 4 Years	499	100.0	27	5.4	75	15.0	111	22.2	204	40.9	79	15.8	3	0.6
5 - 10 Years	514	100.0	52	10.1	97	18.9	113	22.0	175	34.0	75	14.6	2	0.4
Over 10 Years	739	100.0	87	11.8	158	21.4	172	23.3	251	34.0	68	9.2	3	0.4
Not Stated	47	100.0	8	17.0	8	17.0	10	21.3	17	36.2	4	8.5	-	-
Location of Position														
Headquarters	941	100.0	91	9.7	185	19.7	220	23.4	340	36.1	103	10.9	2	0.2
Regional Offices	877	100.0	73	8.3	144	16.4	195	22.2	325	37.1	133	15.2	7	0.8
Not Stated	165	100.0	13	7.9	24	14.5	37	22.4	66	40.0	25	15.2	-	-

Table 10
Employees by Meaningful Recognition for Work
Government of the Northwest Territories, February 2008

	"I receive meaningful recognition for work well done."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	153	7.7	354	17.9	394	19.9	840	42.4	237	12.0	5	0.3
Gender														
Male	745	100.0	66	8.9	132	17.7	157	21.1	319	42.8	68	9.1	3	0.4
Female	1,188	100.0	80	6.7	214	18.0	230	19.4	498	41.9	164	13.8	2	0.2
Not Stated	50	100.0	7	14.0	8	16.0	7	14.0	23	46.0	5	10.0	-	-
Age Groups														
Less Than 30	203	100.0	9	4.4	33	16.3	36	17.7	98	48.3	24	11.8	3	1.5
30 - 39 Years	480	100.0	37	7.7	92	19.2	101	21.0	199	41.5	51	10.6	-	-
40 - 49 Years	585	100.0	37	6.3	104	17.8	118	20.2	245	41.9	81	13.8	-	-
50 - 59 Years	562	100.0	54	9.6	105	18.7	112	19.9	225	40.0	65	11.6	1	0.2
60+	98	100.0	7	7.1	13	13.3	18	18.4	48	49.0	11	11.2	1	1.0
Not Stated	55	100.0	9	16.4	7	12.7	9	16.4	25	45.5	5	9.1	-	-
Occupation Groups														
Management	315	100.0	20	6.3	51	16.2	62	19.7	142	45.1	39	12.4	1	0.3
Administration	371	100.0	22	5.9	69	18.6	73	19.7	159	42.9	47	12.7	1	0.3
Technical or Professional	934	100.0	81	8.7	176	18.8	190	20.3	376	40.3	109	11.7	2	0.2
Other	310	100.0	23	7.4	49	15.8	60	19.4	139	44.8	38	12.3	1	0.3
Not Stated	53	100.0	7	13.2	9	17.0	9	17.0	24	45.3	4	7.5	-	-
Length of Service														
Less than 1 Year	184	100.0	3	1.6	15	8.2	41	22.3	89	48.4	35	19.0	1	0.5
1 - 4 Years	499	100.0	29	5.8	82	16.4	99	19.8	237	47.5	50	10.0	2	0.4
5 - 10 Years	514	100.0	57	11.1	97	18.9	98	19.1	193	37.5	69	13.4	-	-
Over 10 Years	739	100.0	56	7.6	154	20.8	146	19.8	301	40.7	80	10.8	2	0.3
Not Stated	47	100.0	8	17.0	6	12.8	10	21.3	20	42.6	3	6.4	-	-
Location of Position														
Headquarters	941	100.0	71	7.5	166	17.6	194	20.6	404	42.9	104	11.1	2	0.2
Regional Offices	877	100.0	68	7.8	160	18.2	167	19.0	358	40.8	121	13.8	3	0.3
Not Stated	165	100.0	14	8.5	28	17.0	33	20.0	78	47.3	12	7.3	-	-

Table 11
Employees by Support to Provide High Level of Service
Government of the Northwest Territories, February 2008

	"I have support at work to provide a high level of service."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	107	5.4	287	14.5	363	18.3	927	46.7	293	14.8	6	0.3
Gender														
Male	745	100.0	46	6.2	101	13.6	152	20.4	360	48.3	85	11.4	1	0.1
Female	1,188	100.0	58	4.9	174	14.6	206	17.3	542	45.6	203	17.1	5	0.4
Not Stated	50	100.0	3	6.0	12	24.0	5	10.0	25	50.0	5	10.0	-	-
Age Groups														
Less Than 30	203	100.0	11	5.4	22	10.8	39	19.2	109	53.7	22	10.8	-	-
30 - 39 Years	480	100.0	29	6.0	84	17.5	90	18.8	221	46.0	56	11.7	-	-
40 - 49 Years	585	100.0	31	5.3	66	11.3	104	17.8	271	46.3	111	19.0	2	0.3
50 - 59 Years	562	100.0	29	5.2	96	17.1	106	18.9	245	43.6	83	14.8	3	0.5
60+	98	100.0	4	4.1	7	7.1	17	17.3	55	56.1	14	14.3	1	1.0
Not Stated	55	100.0	3	5.5	12	21.8	7	12.7	26	47.3	7	12.7	-	-
Occupation Groups														
Management	315	100.0	15	4.8	47	14.9	54	17.1	149	47.3	50	15.9	-	-
Administration	371	100.0	12	3.2	40	10.8	75	20.2	185	49.9	55	14.8	4	1.1
Technical or Professional	934	100.0	62	6.6	141	15.1	165	17.7	436	46.7	128	13.7	2	0.2
Other	310	100.0	15	4.8	47	15.2	62	20.0	131	42.3	55	17.7	-	-
Not Stated	53	100.0	3	5.7	12	22.6	7	13.2	26	49.1	5	9.4	-	-
Length of Service														
Less than 1 Year	184	100.0	7	3.8	13	7.1	31	16.8	97	52.7	36	19.6	-	-
1 - 4 Years	499	100.0	20	4.0	77	15.4	92	18.4	238	47.7	71	14.2	1	0.2
5 - 10 Years	514	100.0	38	7.4	80	15.6	89	17.3	220	42.8	85	16.5	2	0.4
Over 10 Years	739	100.0	39	5.3	104	14.1	146	19.8	350	47.4	97	13.1	3	0.4
Not Stated	47	100.0	3	6.4	13	27.7	5	10.6	22	46.8	4	8.5	-	-
Location of Position														
Headquarters	941	100.0	54	5.7	126	13.4	172	18.3	464	49.3	123	13.1	2	0.2
Regional Offices	877	100.0	44	5.0	132	15.1	164	18.7	384	43.8	149	17.0	4	0.5
Not Stated	165	100.0	9	5.5	29	17.6	27	16.4	79	47.9	21	12.7	-	-

Table 12
Employees by Support to Balance Work & Personal Life
Government of the Northwest Territories, February 2008

	"I have support at work to balance my work and personal life."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	106	5.3	241	12.2	377	19.0	930	46.9	324	16.3	5	0.3
Gender														
Male	745	100.0	48	6.4	84	11.3	157	21.1	354	47.5	101	13.6	1	0.1
Female	1,188	100.0	55	4.6	146	12.3	213	17.9	551	46.4	219	18.4	4	0.3
Not Stated	50	100.0	3	6.0	11	22.0	7	14.0	25	50.0	4	8.0	-	-
Age Groups														
Less Than 30	203	100.0	11	5.4	17	8.4	38	18.7	93	45.8	41	20.2	3	1.5
30 - 39 Years	480	100.0	18	3.8	62	12.9	87	18.1	224	46.7	88	18.3	1	0.2
40 - 49 Years	585	100.0	29	5.0	65	11.1	105	17.9	294	50.3	92	15.7	-	-
50 - 59 Years	562	100.0	37	6.6	75	13.3	124	22.1	244	43.4	81	14.4	1	0.2
60+	98	100.0	8	8.2	12	12.2	13	13.3	48	49.0	17	17.3	-	-
Not Stated	55	100.0	3	5.5	10	18.2	10	18.2	27	49.1	5	9.1	-	-
Occupation Groups														
Management	315	100.0	21	6.7	39	12.4	64	20.3	147	46.7	43	13.7	1	0.3
Administration	371	100.0	15	4.0	38	10.2	71	19.1	179	48.2	66	17.8	2	0.5
Technical or Professional	934	100.0	55	5.9	117	12.5	174	18.6	430	46.0	157	16.8	1	0.1
Other	310	100.0	12	3.9	36	11.6	60	19.4	147	47.4	54	17.4	1	0.3
Not Stated	53	100.0	3	5.7	11	20.8	8	15.1	27	50.9	4	7.5	-	-
Length of Service														
Less than 1 Year	184	100.0	4	2.2	13	7.1	36	19.6	79	42.9	51	27.7	1	0.5
1 - 4 Years	499	100.0	24	4.8	56	11.2	88	17.6	250	50.1	79	15.8	2	0.4
5 - 10 Years	514	100.0	29	5.6	67	13.0	100	19.5	227	44.2	90	17.5	1	0.2
Over 10 Years	739	100.0	46	6.2	93	12.6	146	19.8	351	47.5	102	13.8	1	0.1
Not Stated	47	100.0	3	6.4	12	25.5	7	14.9	23	48.9	2	4.3	-	-
Location of Position														
Headquarters	941	100.0	42	4.5	93	9.9	170	18.1	464	49.3	169	18.0	3	0.3
Regional Offices	877	100.0	51	5.8	122	13.9	172	19.6	392	44.7	139	15.8	1	0.1
Not Stated	165	100.0	13	7.9	26	15.8	35	21.2	74	44.8	16	9.7	1	0.6

Table 13
Employees by Satisfaction with Job
Government of the Northwest Territories, February 2008

	"I am satisfied with my job."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	62	3.1	168	8.5	326	16.4	1,001	50.5	422	21.3	4	0.2
Gender														
Male	745	100.0	26	3.5	74	9.9	122	16.4	361	48.5	160	21.5	2	0.3
Female	1,188	100.0	32	2.7	86	7.2	195	16.4	620	52.2	253	21.3	2	0.2
Not Stated	50	100.0	4	8.0	8	16.0	9	18.0	20	40.0	9	18.0		0.0
Age Groups														
Less Than 30	203	100.0	9	4.4	20	9.9	33	16.3	102	50.2	38	18.7	1	0.5
30 - 39 Years	480	100.0	14	2.9	50	10.4	91	19.0	238	49.6	86	17.9	1	0.2
40 - 49 Years	585	100.0	18	3.1	43	7.4	89	15.2	292	49.9	143	24.4	-	-
50 - 59 Years	562	100.0	15	2.7	42	7.5	93	16.5	294	52.3	116	20.6	2	0.4
60+	98	100.0	2	2.0	5	5.1	10	10.2	53	54.1	28	28.6	-	-
Not Stated	55	100.0	4	7.3	8	14.5	10	18.2	22	40.0	11	20.0	-	-
Occupation Groups														
Management	315	100.0	7	2.2	28	8.9	47	14.9	168	53.3	63	20.0	2	0.6
Administration	371	100.0	15	4.0	24	6.5	77	20.8	181	48.8	72	19.4	2	0.5
Technical or Professional	934	100.0	26	2.8	85	9.1	144	15.4	477	51.1	202	21.6	-	-
Other	310	100.0	10	3.2	23	7.4	49	15.8	152	49.0	76	24.5	-	-
Not Stated	53	100.0	4	7.5	8	15.1	9	17.0	23	43.4	9	17.0	-	-
Length of Service														
Less than 1 Year	184	100.0	4	2.2	7	3.8	21	11.4	84	45.7	67	36.4	1	0.5
1 - 4 Years	499	100.0	13	2.6	40	8.0	75	15.0	269	53.9	101	20.2	1	0.2
5 - 10 Years	514	100.0	19	3.7	50	9.7	93	18.1	239	46.5	112	21.8	1	0.2
Over 10 Years	739	100.0	22	3.0	63	8.5	128	17.3	390	52.8	135	18.3	1	0.1
Not Stated	47	100.0	4	8.5	8	17.0	9	19.1	19	40.4	7	14.9	-	-
Location of Position														
Headquarters	941	100.0	34	3.6	84	8.9	164	17.4	485	51.5	173	18.4	1	0.1
Regional Offices	877	100.0	22	2.5	73	8.3	136	15.5	426	48.6	219	25.0	1	0.1
Not Stated	165	100.0	6	3.6	11	6.7	26	15.8	90	54.5	30	18.2	2	1.2

Table 14
Employees by Satisfaction with the GNWT
Government of the Northwest Territories, February 2008

	"I am satisfied with this organization."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	157	7.9	279	14.1	444	22.4	823	41.5	275	13.9	5	0.3
Gender														
Male	745	100.0	65	8.7	113	15.2	150	20.1	304	40.8	111	14.9	2	0.3
Female	1,188	100.0	86	7.2	162	13.6	279	23.5	501	42.2	158	13.3	2	0.2
Not Stated	50	100.0	6	12.0	4	8.0	15	30.0	18	36.0	6	12.0	1	2.0
Age Groups														
Less Than 30	203	100.0	12	5.9	30	14.8	52	25.6	82	40.4	27	13.3	-	-
30 - 39 Years	480	100.0	39	8.1	73	15.2	109	22.7	204	42.5	55	11.5	-	-
40 - 49 Years	585	100.0	42	7.2	78	13.3	131	22.4	239	40.9	94	16.1	1	0.2
50 - 59 Years	562	100.0	53	9.4	83	14.8	116	20.6	233	41.5	75	13.3	2	0.4
60+	98	100.0	4	4.1	13	13.3	16	16.3	47	48.0	17	17.3	1	1.0
Not Stated	55	100.0	7	12.7	2	3.6	20	36.4	18	32.7	7	12.7	1	1.8
Occupation Groups														
Management	315	100.0	24	7.6	45	14.3	69	21.9	133	42.2	44	14.0	-	-
Administration	371	100.0	24	6.5	33	8.9	98	26.4	162	43.7	53	14.3	1	0.3
Technical or Professional	934	100.0	83	8.9	161	17.2	186	19.9	378	40.5	124	13.3	2	0.2
Other	310	100.0	19	6.1	37	11.9	73	23.5	132	42.6	48	15.5	1	0.3
Not Stated	53	100.0	7	13.2	3	5.7	18	34.0	18	34.0	6	11.3	1	1.9
Length of Service														
Less than 1 Year	184	100.0	7	3.8	11	6.0	28	15.2	87	47.3	51	27.7	-	-
1 - 4 Years	499	100.0	27	5.4	62	12.4	112	22.4	233	46.7	64	12.8	1	0.2
5 - 10 Years	514	100.0	49	9.5	83	16.1	118	23.0	194	37.7	70	13.6	-	-
Over 10 Years	739	100.0	67	9.1	120	16.2	170	23.0	294	39.8	85	11.5	3	0.4
Not Stated	47	100.0	7	14.9	3	6.4	16	34.0	15	31.9	5	10.6	1	2.1
Location of Position														
Headquarters	941	100.0	83	8.8	136	14.5	215	22.8	388	41.2	118	12.5	1	0.1
Regional Offices	877	100.0	61	7.0	123	14.0	179	20.4	373	42.5	139	15.8	2	0.2
Not Stated	165	100.0	13	7.9	20	12.1	50	30.3	62	37.6	18	10.9	2	1.2

Table 15
Employees by Overall Satisfaction with Employment
Government of the Northwest Territories, February 2008

			"Overall, I am satisfied with my employment."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	49	2.5	160	8.1	300	15.1	1,093	55.1	356	18.0	25	1.3
Gender														
Male	745	100.0	21	2.8	62	8.3	114	15.3	415	55.7	130	17.4	3	0.4
Female	1,188	100.0	26	2.2	92	7.7	180	15.2	663	55.8	222	18.7	5	0.4
Not Stated	50	100.0	2	4.0	6	12.0	6	12.0	15	30.0	4	8.0	17	34.0
Age Groups														
Less Than 30	203	100.0	8	3.9	17	8.4	34	16.7	108	53.2	36	17.7	-	-
30 - 39 Years	480	100.0	12	2.5	45	9.4	73	15.2	279	58.1	71	14.8	-	-
40 - 49 Years	585	100.0	14	2.4	41	7.0	78	13.3	324	55.4	123	21.0	5	0.9
50 - 59 Years	562	100.0	11	2.0	48	8.5	97	17.3	307	54.6	97	17.3	2	0.4
60+	98	100.0	2	2.0	4	4.1	10	10.2	57	58.2	24	24.5	1	1.0
Not Stated	55	100.0	2	3.6	5	9.1	8	14.5	18	32.7	5	9.1	17	30.9
Occupation Groups														
Management	315	100.0	10	3.2	25	7.9	48	15.2	176	55.9	55	17.5	1	0.3
Administration	371	100.0	11	3.0	20	5.4	56	15.1	211	56.9	69	18.6	4	1.1
Technical or Professional	934	100.0	22	2.4	84	9.0	140	15.0	526	56.3	160	17.1	2	0.2
Other	310	100.0	4	1.3	26	8.4	47	15.2	164	52.9	68	21.9	1	0.3
Not Stated	53	100.0	2	3.8	5	9.4	9	17.0	16	30.2	4	7.5	17	32.1
Length of Service														
Less than 1 Year	184	100.0	3	1.6	6	3.3	16	8.7	100	54.3	59	32.1	-	-
1 - 4 Years	499	100.0	8	1.6	37	7.4	78	15.6	284	56.9	90	18.0	2	0.4
5 - 10 Years	514	100.0	16	3.1	45	8.8	72	14.0	289	56.2	91	17.7	1	0.2
Over 10 Years	739	100.0	20	2.7	67	9.1	126	17.1	408	55.2	113	15.3	5	0.7
Not Stated	47	100.0	2	4.3	5	10.6	8	17.0	12	25.5	3	6.4	17	36.2
Location of Position														
Headquarters	941	100.0	26	2.8	86	9.1	145	15.4	535	56.9	148	15.7	1	0.1
Regional Offices	877	100.0	19	2.2	61	7.0	128	14.6	478	54.5	185	21.1	6	0.7
Not Stated	165	100.0	4	2.4	13	7.9	27	16.4	80	48.5	23	13.9	18	10.9

Table 16
Employees by Pride in Workplace
Government of the Northwest Territories, February 2008

			"I am proud to tell people I work for this organization."											
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	72	3.6	158	8.0	361	18.2	948	47.8	411	20.7	33	1.7
Gender														
Male	745	100.0	31	4.2	56	7.5	138	18.5	354	47.5	160	21.5	6	0.8
Female	1,186	100.0	39	3.3	99	8.3	216	18.2	579	48.7	247	20.8	8	0.7
Not Stated	50	100.0	2	4.0	3	6.0	7	14.0	15	30.0	4	8.0	19	38.0
Age Groups														
Less Than 30	203	100.0	6	3.0	11	5.4	41	20.2	103	50.7	42	20.7	-	-
30 - 39 Years	480	100.0	18	3.8	42	8.8	103	21.5	229	47.7	87	18.1	1	0.2
40 - 49 Years	585	100.0	23	3.9	37	6.3	102	17.4	286	48.9	131	22.4	6	1.0
50 - 59 Years	562	100.0	21	3.7	61	10.9	98	17.4	265	47.2	114	20.3	3	0.5
60+	98	100.0	2	2.0	5	5.1	10	10.2	48	49.0	29	29.6	4	4.1
Not Stated	55	100.0	2	3.6	2	3.6	7	12.7	17	30.9	8	14.5	19	34.5
Occupation Groups														
Management	315	100.0	14	4.4	27	8.6	53	16.8	163	51.7	56	17.8	2	0.6
Administration	371	100.0	9	2.4	27	7.3	65	17.5	185	49.9	80	21.6	5	1.3
Technical or Professional	934	100.0	39	4.2	77	8.2	177	19.0	442	47.3	194	20.8	5	0.5
Other	310	100.0	8	2.6	24	7.7	58	18.7	141	45.5	77	24.8	2	0.6
Not Stated	53	100.0	2	3.8	3	5.7	8	15.1	17	32.1	4	7.5	19	35.8
Length of Service														
Less than 1 Year	184	100.0	2	1.1	5	2.7	18	9.8	93	50.5	65	35.3	1	0.5
1 - 4 Years	499	100.0	11	2.2	39	7.8	72	14.4	257	51.5	118	23.6	2	0.4
5 - 10 Years	514	100.0	26	5.1	31	6.0	105	20.4	245	47.7	105	20.4	2	0.4
Over 10 Years	739	100.0	31	4.2	81	11.0	158	21.4	340	46.0	120	16.2	9	1.2
Not Stated	47	100.0	2	4.3	2	4.3	8	17.0	13	27.7	3	6.4	19	40.4
Location of Position														
Headquarters	941	100.0	44	4.7	95	10.1	178	18.9	451	47.9	170	18.1	3	0.3
Regional Offices	877	100.0	22	2.5	54	6.2	154	17.6	421	48.0	215	24.5	11	1.3
Not Stated	165	100.0	6	3.6	9	5.5	29	17.6	76	46.1	26	15.8	19	11.5

Table 17
Employees by Willingness to Stay with the GNWT
Government of the Northwest Territories, February 2008

	"I would prefer to stay with this organization even if offered a similar job elsewhere."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	120	6.1	269	13.6	591	29.8	641	32.3	334	16.8	28	1.4
Gender														
Male	745	100.0	53	7.1	98	13.2	234	31.4	241	32.3	116	15.6	3	0.4
Female	1,188	100.0	63	5.3	165	13.9	344	29.0	398	33.5	212	17.8	6	0.5
Not Stated	50	100.0	4	8.0	6	12.0	13	26.0	2	4.0	6	12.0	19	38.0
Age Groups														
Less Than 30	203	100.0	18	8.9	35	17.2	62	30.5	54	26.6	34	16.7	-	-
30 - 39 Years	480	100.0	36	7.5	70	14.6	139	29.0	163	34.0	71	14.8	1	0.2
40 - 49 Years	585	100.0	24	4.1	73	12.5	187	32.0	190	32.5	107	18.3	4	0.7
50 - 59 Years	562	100.0	34	6.0	71	12.6	165	29.4	197	35.1	92	16.4	3	0.5
60+	98	100.0	5	5.1	14	14.3	22	22.4	33	33.7	23	23.5	1	1.0
Not Stated	55	100.0	3	5.5	6	10.9	16	29.1	4	7.3	7	12.7	19	34.5
Occupation Groups														
Management	315	100.0	21	6.7	48	15.2	87	27.6	118	37.5	40	12.7	1	0.3
Administration	371	100.0	18	4.9	39	10.5	114	30.7	128	34.5	69	18.6	3	0.8
Technical or Professional	934	100.0	61	6.5	137	14.7	294	31.5	282	30.2	157	16.8	3	0.3
Other	310	100.0	17	5.5	39	12.6	82	26.5	108	34.8	62	20.0	2	0.6
Not Stated	53	100.0	3	5.7	6	11.3	14	26.4	5	9.4	6	11.3	19	35.8
Length of Service														
Less than 1 Year	184	100.0	8	4.3	17	9.2	51	27.7	59	32.1	49	26.6	-	-
1 - 4 Years	499	100.0	28	5.6	69	13.8	168	33.7	152	30.5	81	16.2	1	0.2
5 - 10 Years	514	100.0	38	7.4	72	14.0	133	25.9	180	35.0	90	17.5	1	0.2
Over 10 Years	739	100.0	43	5.8	104	14.1	228	30.9	247	33.4	110	14.9	7	0.9
Not Stated	47	100.0	3	6.4	7	14.9	11	23.4	3	6.4	4	8.5	19	40.4
Location of Position														
Headquarters	941	100.0	62	6.6	131	13.9	296	31.5	310	32.9	140	14.9	2	0.2
Regional Offices	877	100.0	48	5.5	113	12.9	250	28.5	290	33.1	169	19.3	7	0.8
Not Stated	165	100.0	10	6.1	25	15.2	45	27.3	41	24.8	25	15.2	19	11.5

Table 18
Employees by Inspiration to Give Their Best
Government of the Northwest Territories, February 2008

	"Overall, people in this organization are inspired to give their very best."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	161	8.1	393	19.8	479	24.2	703	35.5	219	11.0	28	1.4
Gender														
Male	745	100.0	65	8.7	150	20.1	201	27.0	254	34.1	71	9.5	4	0.5
Female	1,188	100.0	93	7.8	231	19.4	271	22.8	444	37.4	145	12.2	4	0.3
Not Stated	50	100.0	3	6.0	12	24.0	7	14.0	5	10.0	3	6.0	20	40.0
Age Groups														
Less Than 30	203	100.0	19	9.4	34	16.7	62	30.5	65	32.0	23	11.3	-	-
30 - 39 Years	480	100.0	47	9.8	108	22.5	132	27.5	149	31.0	43	9.0	1	0.2
40 - 49 Years	585	100.0	47	8.0	105	17.9	121	20.7	237	40.5	71	12.1	4	0.7
50 - 59 Years	562	100.0	41	7.3	122	21.7	132	23.5	201	35.8	64	11.4	2	0.4
60+	98	100.0	4	4.1	13	13.3	23	23.5	43	43.9	14	14.3	1	1.0
Not Stated	55	100.0	3	5.5	11	20.0	9	16.4	8	14.5	4	7.3	20	36.4
Occupation Groups														
Management	315	100.0	25	7.9	60	19.0	82	26.0	122	38.7	25	7.9	1	0.3
Administration	371	100.0	26	7.0	65	17.5	90	24.3	141	38.0	46	12.4	3	0.8
Technical or Professional	934	100.0	88	9.4	203	21.7	226	24.2	317	33.9	97	10.4	3	0.3
Other	310	100.0	19	6.1	53	17.1	74	23.9	115	37.1	48	15.5	1	0.3
Not Stated	53	100.0	3	5.7	12	22.6	7	13.2	8	15.1	3	5.7	20	37.7
Length of Service														
Less than 1 Year	184	100.0	8	4.3	18	9.8	53	28.8	67	36.4	37	20.1	1	0.5
1 - 4 Years	499	100.0	36	7.2	89	17.8	126	25.3	189	37.9	57	11.4	2	0.4
5 - 10 Years	514	100.0	52	10.1	109	21.2	115	22.4	180	35.0	58	11.3	-	-
Over 10 Years	739	100.0	62	8.4	167	22.6	180	24.4	260	35.2	64	8.7	6	0.8
Not Stated	47	100.0	3	6.4	10	21.3	5	10.6	7	14.9	3	6.4	19	40.4
Location of Position														
Headquarters	941	100.0	85	9.0	211	22.4	244	25.9	320	34.0	79	8.4	2	0.2
Regional Offices	877	100.0	69	7.9	149	17.0	197	22.5	330	37.6	125	14.3	7	0.8
Not Stated	165	100.0	7	4.2	33	20.0	38	23.0	53	32.1	15	9.1	19	11.5

Table 19
Employees by Willingness to Recommend the GNWT as a Place to Work
Government of the Northwest Territories, February 2008

	"I would recommend this organization as a great place to work."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	130	6.6	275	13.9	497	25.1	765	38.6	286	14.4	30	1.5
Gender														
Male	745	100.0	54	7.2	103	13.8	188	25.2	290	38.9	107	14.4	3	0.4
Female	1,188	100.0	73	6.1	167	14.1	299	25.2	466	39.2	176	14.8	7	0.6
Not Stated	50	100.0	3	6.0	5	10.0	10	20.0	9	18.0	3	6.0	20	40.0
Age Groups														
Less Than 30	203	100.0	12	5.9	23	11.3	57	28.1	80	39.4	30	14.8	1	0.5
30 - 39 Years	480	100.0	38	7.9	71	14.8	118	24.6	192	40.0	61	12.7	-	-
40 - 49 Years	585	100.0	31	5.3	78	13.3	141	24.1	240	41.0	90	15.4	5	0.9
50 - 59 Years	562	100.0	42	7.5	90	16.0	147	26.2	201	35.8	80	14.2	2	0.4
60+	98	100.0	5	5.1	8	8.2	18	18.4	44	44.9	21	21.4	2	2.0
Not Stated	55	100.0	2	3.6	5	9.1	16	29.1	8	14.5	4	7.3	20	36.4
Occupation Groups														
Management	315	100.0	19	6.0	42	13.3	78	24.8	132	41.9	43	13.7	1	0.3
Administration	371	100.0	21	5.7	43	11.6	99	26.7	147	39.6	57	15.4	4	1.1
Technical or Professional	934	100.0	70	7.5	141	15.1	236	25.3	356	38.1	128	13.7	3	0.3
Other	310	100.0	18	5.8	43	13.9	71	22.9	121	39.0	55	17.7	2	0.6
Not Stated	53	100.0	2	3.8	6	11.3	13	24.5	9	17.0	3	5.7	20	37.7
Length of Service														
Less than 1 Year	184	100.0	5	2.7	10	5.4	31	16.8	88	47.8	48	26.1	2	1.1
1 - 4 Years	499	100.0	25	5.0	59	11.8	119	23.8	215	43.1	79	15.8	2	0.4
5 - 10 Years	514	100.0	43	8.4	73	14.2	132	25.7	194	37.7	71	13.8	1	0.2
Over 10 Years	739	100.0	55	7.4	128	17.3	202	27.3	263	35.6	85	11.5	6	0.8
Not Stated	47	100.0	2	4.3	5	10.6	13	27.7	5	10.6	3	6.4	19	40.4
Location of Position														
Headquarters	941	100.0	74	7.9	141	15.0	246	26.1	363	38.6	116	12.3	1	0.1
Regional Offices	877	100.0	47	5.4	118	13.5	206	23.5	345	39.3	152	17.3	9	1.0
Not Stated	165	100.0	9	5.5	16	9.7	45	27.3	57	34.5	18	10.9	20	12.1

Table 20
Employees by Perception that Others Strive to Improve Results
Government of the Northwest Territories, February 2008

	"Overall, people in this organization strive to improve results."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	83	4.2	208	10.5	480	24.2	920	46.4	259	13.1	33	1.7
Gender														
Male	745	100.0	39	5.2	76	10.2	182	24.4	352	47.2	91	12.2	5	0.7
Female	1,188	100.0	42	3.5	124	10.4	294	24.7	555	46.7	165	13.9	8	0.7
Not Stated	50	100.0	2	4.0	8	16.0	4	8.0	13	26.0	3	6.0	20	40.0
Age Groups														
Less Than 30	203	100.0	7	3.4	22	10.8	57	28.1	87	42.9	29	14.3	1	0.5
30 - 39 Years	480	100.0	29	6.0	55	11.5	124	25.8	220	45.8	51	10.6	1	0.2
40 - 49 Years	585	100.0	19	3.2	60	10.3	135	23.1	288	49.2	79	13.5	4	0.7
50 - 59 Years	562	100.0	24	4.3	61	10.9	138	24.6	255	45.4	79	14.1	5	0.9
60+	98	100.0	3	3.1	4	4.1	21	21.4	52	53.1	16	16.3	2	2.0
Not Stated	55	100.0	1	1.8	6	10.9	5	9.1	18	32.7	5	9.1	20	36.4
Occupation Groups														
Management	315	100.0	15	4.8	34	10.8	61	19.4	169	53.7	35	11.1	1	0.3
Administration	371	100.0	12	3.2	35	9.4	86	23.2	182	49.1	52	14.0	4	1.1
Technical or Professional	934	100.0	48	5.1	96	10.3	255	27.3	405	43.4	128	13.7	2	0.2
Other	310	100.0	7	2.3	37	11.9	72	23.2	147	47.4	41	13.2	6	1.9
Not Stated	53	100.0	1	1.9	6	11.3	6	11.3	17	32.1	3	5.7	20	37.7
Length of Service														
Less than 1 Year	184	100.0	4	2.2	6	3.3	42	22.8	89	48.4	42	22.8	1	0.5
1 - 4 Years	499	100.0	14	2.8	48	9.6	128	25.7	242	48.5	66	13.2	1	0.2
5 - 10 Years	514	100.0	31	6.0	64	12.5	112	21.8	242	47.1	61	11.9	4	0.8
Over 10 Years	739	100.0	33	4.5	84	11.4	193	26.1	334	45.2	87	11.8	8	1.1
Not Stated	47	100.0	1	2.1	6	12.8	5	10.6	13	27.7	3	6.4	19	40.4
Location of Position														
Headquarters	941	100.0	50	5.3	114	12.1	230	24.4	442	47.0	101	10.7	4	0.4
Regional Offices	877	100.0	28	3.2	76	8.7	210	23.9	411	46.9	142	16.2	10	1.1
Not Stated	165	100.0	5	3.0	18	10.9	40	24.2	67	40.6	16	9.7	19	11.5

Table 21
Employees by Chances to do Challenging & Interesting Work
Government of the Northwest Territories, February 2008

	"My job gives me the chance to do challenging and interesting work."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	44	2.2	156	7.9	187	9.4	1,060	53.5	494	24.9	42	2.1
Gender														
Male	745	100.0	11	1.5	55	7.4	77	10.3	420	56.4	178	23.9	4	0.5
Female	1,188	100.0	32	2.7	97	8.2	107	9.0	629	52.9	313	26.3	10	0.8
Not Stated	50	100.0	1	2.0	4	8.0	3	6.0	11	22.0	3	6.0	28	56.0
Age Groups														
Less Than 30	203	100.0	5	2.5	21	10.3	18	8.9	108	53.2	49	24.1	2	1.0
30 - 39 Years	480	100.0	14	2.9	39	8.1	48	10.0	271	56.5	103	21.5	5	1.0
40 - 49 Years	585	100.0	11	1.9	43	7.4	58	9.9	303	51.8	169	28.9	1	0.2
50 - 59 Years	562	100.0	9	1.6	47	8.4	48	8.5	313	55.7	139	24.7	6	1.1
60+	98	100.0	3	3.1	3	3.1	10	10.2	53	54.1	29	29.6	-	-
Not Stated	55	100.0	2	3.6	3	5.5	5	9.1	12	21.8	5	9.1	28	50.9
Occupation Groups														
Management	315	100.0	6	1.9	14	4.4	19	6.0	176	55.9	99	31.4	1	0.3
Administration	371	100.0	19	5.1	47	12.7	55	14.8	186	50.1	57	15.4	7	1.9
Technical or Professional	934	100.0	13	1.4	58	6.2	77	8.2	524	56.1	258	27.6	4	0.4
Other	310	100.0	5	1.6	33	10.6	33	10.6	161	51.9	76	24.5	2	0.6
Not Stated	53	100.0	1	1.9	4	7.5	3	5.7	13	24.5	4	7.5	28	52.8
Length of Service														
Less than 1 Year	184	100.0	1	0.5	8	4.3	18	9.8	96	52.2	58	31.5	3	1.6
1 - 4 Years	499	100.0	5	1.0	47	9.4	48	9.6	261	52.3	136	27.3	2	0.4
5 - 10 Years	514	100.0	15	2.9	40	7.8	39	7.6	287	55.8	127	24.7	6	1.2
Over 10 Years	739	100.0	22	3.0	59	8.0	78	10.6	406	54.9	170	23.0	4	0.5
Not Stated	47	100.0	1	2.1	2	4.3	4	8.5	10	21.3	3	6.4	27	57.4
Location of Position														
Headquarters	941	100.0	25	2.7	80	8.5	97	10.3	514	54.6	221	23.5	4	0.4
Regional Offices	877	100.0	17	1.9	63	7.2	76	8.7	468	53.4	244	27.8	9	1.0
Not Stated	165	100.0	2	1.2	13	7.9	14	8.5	78	47.3	29	17.6	29	17.6

Table 22
Employees by Satisfaction with Workload
Government of the Northwest Territories, February 2008

	"I am satisfied with my workload."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	124	6.3	330	16.6	286	14.4	1,004	50.6	200	10.1	39	2.0
Gender														
Male	745	100.0	47	6.3	114	15.3	121	16.2	382	51.3	78	10.5	3	0.4
Female	1,188	100.0	74	6.2	211	17.8	160	13.5	613	51.6	121	10.2	9	0.8
Not Stated	50	100.0	3	6.0	5	10.0	5	10.0	9	18.0	1	2.0	27	54.0
Age Groups														
Less Than 30	203	100.0	17	8.4	32	15.8	33	16.3	97	47.8	22	10.8	2	1.0
30 - 39 Years	480	100.0	34	7.1	85	17.7	75	15.6	238	49.6	45	9.4	3	0.6
40 - 49 Years	585	100.0	34	5.8	100	17.1	84	14.4	300	51.3	65	11.1	2	0.3
50 - 59 Years	562	100.0	30	5.3	94	16.7	75	13.3	306	54.4	53	9.4	4	0.7
60+	98	100.0	6	6.1	13	13.3	12	12.2	52	53.1	14	14.3	1	1.0
Not Stated	55	100.0	3	5.5	6	10.9	7	12.7	11	20.0	1	1.8	27	49.1
Occupation Groups														
Management	315	100.0	24	7.6	69	21.9	42	13.3	150	47.6	28	8.9	2	0.6
Administration	371	100.0	26	7.0	63	17.0	72	19.4	173	46.6	32	8.6	5	1.3
Technical or Professional	934	100.0	53	5.7	156	16.7	122	13.1	501	53.6	99	10.6	3	0.3
Other	310	100.0	17	5.5	38	12.3	45	14.5	168	54.2	40	12.9	2	0.6
Not Stated	53	100.0	4	7.5	4	7.5	5	9.4	12	22.6	1	1.9	27	50.9
Length of Service														
Less than 1 Year	184	100.0	10	5.4	14	7.6	23	12.5	101	54.9	33	17.9	3	1.6
1 - 4 Years	499	100.0	29	5.8	93	18.6	74	14.8	248	49.7	54	10.8	1	0.2
5 - 10 Years	514	100.0	33	6.4	86	16.7	78	15.2	258	50.2	55	10.7	4	0.8
Over 10 Years	739	100.0	48	6.5	132	17.9	107	14.5	389	52.6	58	7.8	5	0.7
Not Stated	47	100.0	4	8.5	5	10.6	4	8.5	8	17.0	-	-	26	55.3
Location of Position														
Headquarters	941	100.0	61	6.5	161	17.1	147	15.6	474	50.4	94	10.0	4	0.4
Regional Offices	877	100.0	52	5.9	150	17.1	122	13.9	448	51.1	97	11.1	8	0.9
Not Stated	165	100.0	11	6.7	19	11.5	17	10.3	82	49.7	9	5.5	27	16.4

Table 23
Employees by Satisfaction with Physical Conditions
Government of the Northwest Territories, February 2008

	"I am satisfied with my physical workplace conditions."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	124	6.3	268	13.5	220	11.1	1,056	53.3	276	13.9	39	2.0
Gender														
Male	745	100.0	49	6.6	94	12.6	69	9.3	423	56.8	107	14.4	3	0.4
Female	1,188	100.0	75	6.3	168	14.1	148	12.5	621	52.3	167	14.1	9	0.8
Not Stated	50	100.0	-	-	6	12.0	3	6.0	12	24.0	2	4.0	27	54.0
Age Groups														
Less Than 30	203	100.0	15	7.4	25	12.3	18	8.9	108	53.2	34	16.7	3	1.5
30 - 39 Years	480	100.0	38	7.9	51	10.6	56	11.7	259	54.0	73	15.2	3	0.6
40 - 49 Years	585	100.0	31	5.3	88	15.0	72	12.3	304	52.0	88	15.0	2	0.3
50 - 59 Years	562	100.0	35	6.2	87	15.5	64	11.4	308	54.8	64	11.4	4	0.7
60+	98	100.0	5	5.1	12	12.2	8	8.2	59	60.2	14	14.3	-	-
Not Stated	55	100.0	-	-	5	9.1	2	3.6	18	32.7	3	5.5	27	49.1
Occupation Groups														
Management	315	100.0	18	5.7	29	9.2	30	9.5	186	59.0	50	15.9	2	0.6
Administration	371	100.0	24	6.5	48	12.9	41	11.1	210	56.6	43	11.6	5	1.3
Technical or Professional	934	100.0	66	7.1	147	15.7	111	11.9	480	51.4	128	13.7	2	0.2
Other	310	100.0	16	5.2	40	12.9	36	11.6	162	52.3	53	17.1	3	1.0
Not Stated	53	100.0	-	-	4	7.5	2	3.8	18	34.0	2	3.8	27	50.9
Length of Service														
Less than 1 Year	184	100.0	2	1.1	14	7.6	30	16.3	101	54.9	32	17.4	5	2.7
1 - 4 Years	499	100.0	33	6.6	68	13.6	48	9.6	270	54.1	78	15.6	2	0.4
5 - 10 Years	514	100.0	42	8.2	69	13.4	43	8.4	275	53.5	82	16.0	3	0.6
Over 10 Years	739	100.0	47	6.4	113	15.3	97	13.1	396	53.6	83	11.2	3	0.4
Not Stated	47	100.0	-	-	4	8.5	2	4.3	14	29.8	1	2.1	26	55.3
Location of Position														
Headquarters	941	100.0	63	6.7	124	13.2	96	10.2	530	56.3	124	13.2	4	0.4
Regional Offices	877	100.0	55	6.3	123	14.0	105	12.0	449	51.2	137	15.6	8	0.9
Not Stated	165	100.0	6	3.6	21	12.7	19	11.5	77	46.7	15	9.1	27	16.4

Table 24
Employees by Belief that Commitment to Quality is a High Priority
Government of the Northwest Territories, February 2008

	"Commitment to quality is a high priority in this organization."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	103	5.2	276	13.9	384	19.4	874	44.1	305	15.4	41	2.1
Gender														
Male	745	100.0	46	6.2	122	16.4	147	19.7	318	42.7	109	14.6	3	0.4
Female	1,188	100.0	54	4.5	147	12.4	233	19.6	550	46.3	193	16.2	11	0.9
Not Stated	50	100.0	3	6.0	7	14.0	4	8.0	6	12.0	3	6.0	27	54.0
Age Groups														
Less Than 30	203	100.0	5	2.5	27	13.3	42	20.7	89	43.8	37	18.2	3	1.5
30 - 39 Years	480	100.0	36	7.5	79	16.5	99	20.6	202	42.1	61	12.7	3	0.6
40 - 49 Years	585	100.0	30	5.1	64	10.9	113	19.3	278	47.5	96	16.4	4	0.7
50 - 59 Years	562	100.0	26	4.6	92	16.4	106	18.9	248	44.1	86	15.3	4	0.7
60+	98	100.0	3	3.1	9	9.2	19	19.4	48	49.0	19	19.4	-	-
Not Stated	55	100.0	3	5.5	5	9.1	5	9.1	9	16.4	6	10.9	27	49.1
Occupation Groups														
Management	315	100.0	19	6.0	43	13.7	57	18.1	146	46.3	48	15.2	2	0.6
Administration	371	100.0	14	3.8	38	10.2	67	18.1	184	49.6	62	16.7	6	1.6
Technical or Professional	934	100.0	57	6.1	149	16.0	200	21.4	391	41.9	134	14.3	3	0.3
Other	310	100.0	9	2.9	40	12.9	55	17.7	145	46.8	58	18.7	3	1.0
Not Stated	53	100.0	4	7.5	6	11.3	5	9.4	8	15.1	3	5.7	27	50.9
Length of Service														
Less than 1 Year	184	100.0	1	0.5	16	8.7	26	14.1	93	50.5	44	23.9	4	2.2
1 - 4 Years	499	100.0	14	2.8	64	12.8	101	20.2	234	46.9	83	16.6	3	0.6
5 - 10 Years	514	100.0	39	7.6	82	16.0	96	18.7	213	41.4	81	15.8	3	0.6
Over 10 Years	739	100.0	45	6.1	109	14.7	157	21.2	328	44.4	95	12.9	5	0.7
Not Stated	47	100.0	4	8.5	5	10.6	4	8.5	6	12.8	2	4.3	26	55.3
Location of Position														
Headquarters	941	100.0	63	6.7	128	13.6	195	20.7	416	44.2	135	14.3	4	0.4
Regional Offices	877	100.0	34	3.9	118	13.5	160	18.2	401	45.7	154	17.6	10	1.1
Not Stated	165	100.0	6	3.6	30	18.2	29	17.6	57	34.5	16	9.7	27	16.4

Table 25
Employees by Belief of Inclusive Public Service
Government of the Northwest Territories, February 2008

	"I feel this organization promotes an inclusive public service where staff are treated equitably."													
	Total	%	Strongly Disagree	%	Disagree	%	Undecided	%	Agree	%	Strongly Agree	%	Not Stated	%
Total Employees	1,983	100.0	226	11.4	325	16.4	374	18.9	756	38.1	262	13.2	40	2.0
Gender														
Male	745	100.0	97	13.0	102	13.7	135	18.1	303	40.7	105	14.1	3	0.4
Female	1,188	100.0	125	10.5	216	18.2	234	19.7	446	37.5	157	13.2	10	0.8
Not Stated	50	100.0	4	8.0	7	14.0	5	10.0	7	14.0	-	-	27	54.0
Age Groups														
Less Than 30	203	100.0	11	5.4	29	14.3	37	18.2	87	42.9	35	17.2	4	2.0
30 - 39 Years	480	100.0	61	12.7	71	14.8	82	17.1	199	41.5	63	13.1	4	0.8
40 - 49 Years	585	100.0	64	10.9	94	16.1	115	19.7	229	39.1	81	13.8	2	0.3
50 - 59 Years	562	100.0	80	14.2	115	20.5	110	19.6	189	33.6	65	11.6	3	0.5
60+	98	100.0	7	7.1	10	10.2	23	23.5	42	42.9	16	16.3	-	-
Not Stated	55	100.0	3	5.5	6	10.9	7	12.7	10	18.2	2	3.6	27	49.1
Occupation Groups														
Management	315	100.0	33	10.5	51	16.2	54	17.1	138	43.8	38	12.1	1	0.3
Administration	371	100.0	36	9.7	63	17.0	78	21.0	145	39.1	44	11.9	5	1.3
Technical or Professional	934	100.0	117	12.5	161	17.2	173	18.5	343	36.7	136	14.6	4	0.4
Other	310	100.0	36	11.6	43	13.9	63	20.3	121	39.0	44	14.2	3	1.0
Not Stated	53	100.0	4	7.5	7	13.2	6	11.3	9	17.0	-	-	27	50.9
Length of Service														
Less than 1 Year	184	100.0	6	3.3	6	3.3	29	15.8	89	48.4	49	26.6	5	2.7
1 - 4 Years	499	100.0	39	7.8	64	12.8	95	19.0	225	45.1	73	14.6	3	0.6
5 - 10 Years	514	100.0	80	15.6	88	17.1	84	16.3	191	37.2	68	13.2	3	0.6
Over 10 Years	739	100.0	98	13.3	159	21.5	161	21.8	246	33.3	72	9.7	3	0.4
Not Stated	47	100.0	3	6.4	8	17.0	5	10.6	5	10.6	-	-	26	55.3
Location of Position														
Headquarters	941	100.0	117	12.4	164	17.4	179	19.0	365	38.8	111	11.8	5	0.5
Regional Offices	877	100.0	92	10.5	138	15.7	159	18.1	344	39.2	137	15.6	7	0.8
Not Stated	165	100.0	17	10.3	23	13.9	36	21.8	47	28.5	14	8.5	28	17.0

Table 26
Percentage Distribution of Overall Responses
Government of the Northwest Territories, February 2006 & 2008

	Strongly Disagree		Disagree		Undecided		Agree		Strongly Agree	
	2006	2008	2006	2008	2006	2008	2006	2008	2006	2008
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
I know how my work contributes to the achievement of my department's goals.	1.6	1.9	3.8	3.5	5.4	7.7	55.5	52.3	32.0	34.2
I have opportunities to provide meaningful input into decisions that affect my work.	5.1	6.0	14.6	13.9	10.6	13.1	50.9	46.8	17.2	20.0
I have positive working relationships with my co-workers.	1.0	1.4	3.7	3.3	6.7	6.7	53.2	51.2	33.7	36.6
I have confidence in our senior leadership.	8.3	9.1	14.2	13.9	21.3	21.4	38.2	36.4	16.2	18.9
The person I report to is an effective leader.	7.0	7.0	11.9	10.7	15.5	18.2	38.8	36.0	25.2	27.7
I have a positive working relationship with the person I report to.	3.8	3.2	4.0	5.4	11.3	12.5	49.3	44.8	29.9	33.7
My job is a good fit with my skills and interests.	0.9	1.6	4.6	3.9	7.8	8.1	51.2	45.9	34.0	40.2
My organization supports my work related learning and development.	4.5	5.3	10.7	11.1	15.2	16.5	46.8	47.0	21.4	19.9
I have opportunities for career growth within this organization.	7.2	8.9	18.0	17.8	21.7	22.8	41.9	36.9	10.2	13.2
I receive meaningful recognition for work well done.	7.9	7.7	19.3	17.9	19.0	19.9	41.3	42.4	11.5	12.0
I have support at work to provide a high level of service.	3.7	5.4	15.0	14.5	18.9	18.3	49.1	46.7	12.1	14.8
I have support at work to balance my work and personal life.	5.1	5.3	12.2	12.2	16.8	19.0	50.9	46.9	14.0	16.3
I am satisfied with my job.	2.9	3.1	8.8	8.5	15.9	16.4	53.2	50.5	17.7	21.3
I am satisfied with this organization.	6.1	7.9	14.0	14.1	23.4	22.4	44.1	41.5	10.8	13.9
Overall, I am satisfied with my employment.	2.2	2.5	7.5	8.1	16.3	15.1	57.8	55.1	14.9	18.0
I am proud to tell people I work for this organization.	3.0	3.6	8.1	8.0	20.1	18.2	47.5	47.8	20.2	20.7
I would prefer to stay with this organization even if offered a similar job elsewhere.	5.4	6.1	13.8	13.6	32.0	29.8	34.1	32.3	14.3	16.8
Overall, people in this organization are inspired to give their very best.	6.1	8.1	20.6	19.8	25.4	24.2	40.0	35.5	7.8	11.0
I would recommend this organization as a great place to work.	4.9	6.6	13.5	13.9	26.6	25.1	42.2	38.6	12.4	14.4
Overall, people in this organization strive to improve its results.	3.4	4.2	12.6	10.5	22.1	24.2	51.2	46.4	10.2	13.1
My job gives me the chance to do challenging and interesting work.	1.9	2.2	8.3	7.9	10.1	9.4	55.5	53.5	24.0	24.9
I am satisfied with my workload.	6.0	6.3	18.9	16.6	15.8	14.4	51.4	50.6	7.2	10.1
I am satisfied with my physical workplace conditions.	6.9	6.3	14.4	13.5	11.6	11.1	53.9	53.3	12.6	13.9
Commitment to quality is a high priority in this organization.	4.3	5.2	15.4	13.9	19.2	19.4	46.8	44.1	13.8	15.4
I feel this organization promotes an inclusive public service where staff are treated equitably.	8.9	11.4	18.4	16.4	19.5	18.9	42.1	38.1	10.4	13.2

Appendix A

Northwest Territories

Confidential When Completed

2008 Employee Satisfaction & Engagement Survey

The NWT Bureau of Statistics, on behalf of Corporate Human Resource Services, is conducting an employee satisfaction & engagement survey. All provincial and territorial governments are asking employees a common set of questions with the intent of comparing job satisfaction and job engagement across jurisdictions. The results of all the surveys will be published in the next Annual Public Service Report.

The survey will take approximately 10 minutes to complete and all information collected in the survey will be kept confidential and used only for statistical purposes. The data is protected by the privacy provisions of the Access to Information and Protection of Privacy Act.

Should you wish to complete this survey on-line instead of on paper, please visit:

http://survey.stats.gov.nt.ca/paperstart.html

Enter the following ID key to start the survey.

If you prefer to complete the survey on this form, send your completed questionnaire to:

NWT Bureau of Statistics
YK Centre, 2nd Floor
Government of the Northwest Territories
Box 1320
Yellowknife NT X1A 2L9

EMPLOYEE SATISFACTION & ENGAGEMENT

For each of the following statements, please indicate if you strongly disagree, disagree, are undecided, agree or strongly agree.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1. I know how my work contributes to the achievement of my department's goals.	1	2	3	4	5
2. I have opportunities to provide meaningful input into decisions that affect my work.	1	2	3	4	5
3. I have positive working relationships with my co-workers.	1	2	3	4	5
4. I have confidence in our senior leadership.	1	2	3	4	5
5. The person I report to is an effective leader.	1	2	3	4	5
6. I have a positive working relationship with the person I report to.	1	2	3	4	5
7. My job is a good fit with my skills and interests.	1	2	3	4	5
8. My organization supports my work related learning and development.	1	2	3	4	5
9. I have opportunities for career growth within this organization.	1	2	3	4	5
10. I receive meaningful recognition for work well done.	1	2	3	4	5
11. I have support at work to provide a high level of service.	1	2	3	4	5
12. I have support at work to balance my work and personal life.	1	2	3	4	5
13. I am satisfied with my job.	1	2	3	4	5
14. I am satisfied with this organization.	1	2	3	4	5
15. Overall, I am satisfied with my employment.	1	2	3	4	5
16. I am proud to tell people I work for this organization.	1	2	3	4	5
17. I would prefer to stay with this organization, even if offered a similar job elsewhere.	1	2	3	4	5

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
18. Overall, people in this organization are inspired to give their very best.	1	2	3	4	5
19. I would recommend this organization as a great place to work.	1	2	3	4	5
20. Overall, people in this organization strive to improve its results.	1	2	3	4	5
21. My job gives me the chance to do challenging and interesting work.	1	2	3	4	5
22. I am satisfied with my workload.	1	2	3	4	5
23. I am satisfied with my physical workplace conditions.	1	2	3	4	5
24. Commitment to quality is a high priority in this organization.	1	2	3	4	5
25. I feel this organization promotes an inclusive public service where staff are treated equitably.	1	2	3	4	5

BACKGROUND

1. What is your gender?

    1 Male
    2 Female

2. How old are you?

    1 Less than 30 Years
    2 30 – 39 Years
    3 40 – 49 Years
    4 50 – 59 Years
    5 60 Years or Older

3. What category best describes your current position with the GNWT?

    1 Management
    2 Administration
    3 Technical or Professional
    4 Other

4. In total, how long have you worked for the GNWT?

   1 Less than 1 Year
   2 1 – 4 Years
   3 5 – 10 Years
   4 Over 10 Years

5. In which department do you currently work?

   _____

6. Do you work at...

   1 Headquarters (Yellowknife)
   2 Regional Offices

THANK YOU VERY MUCH FOR YOUR PARTICIPATION

Please forward the completed survey to:

NWT Bureau of Statistics
YK Centre, 2nd Floor
Government of the Northwest Territories
Box 1320
Yellowknife NT X1A 2L9

Should you have any questions regarding the survey, please contact:

Ceilito Robles
Survey Manager
NWT Bureau of Statistics
1-888-STATSNT (1-888-782-8768)
Ceilito_Robles@gov.nt.ca